

1950?
Page?

The State of New Jersey was one of the states with one set of social conditions that changed during the decade. As in other states in 1940, ^{part of the United States} discrimination in employment was rampant in New Jersey. ^{This was} Discrimination based on race, color, ^{and was suffered most by} creed and national origin ^{aimed primarily at} Negroes -- the largest ethnic minority group. Negroes were excluded throughout the state from many key jobs with which some status was ^{deprived} involved. ^{And except in a few cases were employed in less secure, marginal, low paid work.} By 1950 Negroes were ~~again~~ employed in so many jobs from which all Negroes had been excluded previously that it was obvious that some important social change had taken place.

Even cursory observation of the change generally would indicate the existence of some specific causes. The intelligent casual observer could hardly assume the changes took place through no particular cause. However, the same intelligent observer might decide that manpower demands created by World War II were the cause. Another intelligent observer might conclude that the changes occurred because the passage of a law in New Jersey forbidding discrimination in employment, based on race, color, creed, or national origin in 1945.

How near the truth would either of the observers described above be? Present study will explore the actual causes for the change. It is known by a few people, for instance, that there was a great deal of work done to get Negroes employed in certain "status" jobs from which all Negroes had been excluded previously. A few people would know of many church groups, community organizations and individual civic leaders that worked hard to see a change from discriminatory to nondiscriminatory employment practices.

Running through the work of these latter groups is one

significant link--community organization efforts, stimulating, coordinating and negotiating. Four of the most significant changes in employment practices in the date between 1940 and 1950 seem to have this community organization factor in common. As a matter of fact, in each of these most significant changes, the same individual appears to be inextricably involved. Changes that were as important, moreover, have not been found otherwise. A question arises: "What was the relationship between the community organization found and the worker?" "Was the combination of the worker and the community organization the responsible or the all important factor in the changes?"

On the other hand various states, cities, towns and villages of our country have certain power structures. That is to say within various governmental units of our land there may be found a varying number of individuals who may be said to be part of the power structure. Sometimes individually, sometimes collectively, they are the decision makers, making decisions affecting the very livelihood, health and happiness of vast numbers of their fellow citizens. Social science literature includes a great deal of material attesting to this.

In the State of New Jersey there was a power structure. In each of the four major and significant changes in employment practices one or more members of the power structure seem to be involved. The changes occurred in industries in which the top power figure would obviously have to be involved.

This study will not dwell on proof of the existence of a power structure. It will assume that such proof is amply demonstrated in the literature referred to above. The study will attempt to show the relationship between the apparent common denominator (community organization and the one individ-

ual mentioned above) and the members of the power structure who first and last are the decision makers--whose decisions would be necessary for every major change in employment practices important enough to change the basic social, institutional traditions of the community..

From the perspective there is the following hypotheses:

1. That there was a specific kind of work accomplished which was responsible for the actions either collectively or individually by the members of the power structure in the State of New Jersey.

2. That the specific kind of work responsible for the actions of the decision makers were community organizations.

To explore the two hypotheses the study will be divided so as to examine the following factors:

1. The employment situation in 1940.
2. The passage and effect of Fair Employment Practices Laws.
3. Unit change in the power structure.
4. Reality of the social changes.